

4th Brigade, 95th Division (IT)

“THE CONNECTION”

8020 Army Drive, Grand Prairie, Texas 75051

This is an authorized unofficial 4th Brigade bulletin

Feb 2001, Issue #7

BRIGADE COMMANDER

I hope most of the soldiers in the 4th Brigade are now able to access this newsletter, since our web site was reestablished in December. This site is up due to the excellent work of Mr. Larry Hall.

All battalions and the RTSM have briefed me on your Yearly Training Plan. This is also referred to as the Yearly Strategic Briefing. This is a major first component of the Strategic Planning process outlined in 95th Division Reg 5-1. The leaders of the 4th Brigade are getting a better handle on how our system will work in the process of putting YTBs together. Let me try to give a broad explanation of the process. In the YTB process, each battalion lists their Mission Essential Tasks, then Measurements and Action Plan steps to achieve the METL. A major supporting document is the Action Plan, developed for each measurement that lists steps to achieve the measurement. On the Action Plan, the steps are then priced out. In this way our major tasks are tied to dollars. It also enables us to identify the highest priority items for funding. Everyone in the brigade needs to understand the principles outlined in 95th Division Reg 5-1 and how it related to your job. If you do not understand this, I expect you to ask your senior leadership.

CSM Grimes and myself have visited the San Antonio and New Orleans sites over the past months. In both visits we spent a significant amount of time with the recruiting battalion and recruiters in both areas. In many cases, we have to educate the recruiters on the positions that we have to offer. Let me remind every soldier in the 4th Brigade that one of our top goals is recruiting. The last number I was showed 4th Brigade with 614 soldiers of 688 authorized. We have improved significantly in the past year and I expect us to achieve 100% in the next year. This can easily be achieved if every NCO and officer in this command takes the time to get to know your local recruiter. I have been beating this drum, and the reason is that it is effective to take your local recruiter to breakfast or lunch. They will remember you and work for you to bring you soldiers if you get to know them. I know many of you have done this, but ALL need to get involved. I plan to recognize the top recruiters in each battalion later this year, so do your best and utilize your talents to get us to 100%

Finally, regarding accreditation, we have done very well so far this year. The few deficiencies we have gotten could easily be avoided by attention to detail. I have talked to several members of different accreditation teams. These soldiers are fair and want us to succeed. I expect the senior personnel in the field (Area Coordinators) to take it personally to do well when you have an accreditation visit. So far, our Title XIs have worked very well with our senior leadership to prepare our class sites for success. Let's all keep up the work and remember – ATTENTION TO DETAIL.

COL Tuttle

COMMAND SERGEANT MAJOR

Recruiting for “An Army of One” in the 4th Brigade

On 2 February 2001, the commander and I traveled to New Orleans to meet with the New Orleans Recruiting Battalion. We had a productive visit with the commander, sergeant major and USAR operations OIC/NCOIC. We briefed them on our needs in the Louisiana area and the classes we instruct. As usual, they hardly knew we existed, outside the 8th Battalion, who is located in their recruiting area.

Part of the briefing covered how we can help one another to achieve our goals. There are many soldiers in the brigade who have an enormous amount of talent to share with America’s Army recruiting force. I already know of a few successes out there in the nine-state region. MSG Paul Weinstock, 9th Battalion assisted the Des Moines recruiters this past summer with not only manpower at the State Fair, he also helped coordinate a static display setup. His team help generate solid leads that resulted in contracts for our Army, *An Army of One*. The words, “An Army of One” covers Active, Guard, Reserve, ROTC and the Military Academy.

We are all in the future fights together and we need to recruit our future together. When is the last time you stopped in a recruiting station in your area and thanked them for what they are doing for the Army? When is the last time you took a recruiter to breakfast or lunch?

Last weekend (3 February) the commander and I took a recruiter to breakfast and covered areas where we need help. The following Tuesday, he called me and said he had three MOS qualified candidates for the brigade. All three are prior service active duty with an enormous amount of experience. The three candidates hold the following skills: 63W, 88M and 75H. It often amazes me just how easy it is to get a prior service soldier who left active duty and is not interested in joining a reserve unit to accept an instructor position. The number one reason they left active duty is they are tired of being separated from their family on a deployment. Once the recruiter tells them the odds of being deployed as an instructor, they change their tune about joining a reserve unit. It is common to find prior service soldiers with 8-10 years of experience. Most miss the camaraderie after a short time away from the military. When recruiters talk to them, they are not interested, because when they were deployed, they worked hand-in-hand with a reserve soldier in the same scenario. You can hardly blame them for not wanting to go off again and be separated from their families.

The bottom-line up-front is this, if each of us in a leadership role, which is approximately 95% of the brigade met with a recruiter and offer a way to help, they in turn will bring soldiers into our units to insure our future *Army of One*. I always told my students when I was an instructor that my mission was to train them to one day take my job away—so I could go on to bigger and better things. Being an instructor has to be about the most rewarding job in America’s Army. I cannot put in words the feeling I get when I met a former student who is still serving and protecting this great nation.

Command Sergeant Major Grimes

BRIGADE S1

Inspection Policy

All major areas will be inspected during an inspection. Inspection teams will always be as well rounded in expertise as possible for each inspection. The personnel assigned to each team will utilize USARC Pamphlet 20-1, Inspection Workbook, to complete an inspection of all key call numbers within the functional area of personnel as well as the special program areas of EO, ADAPCP, AGR/AC FTS Sponsorship, Chaplain Services, Historical Program, and Internal Review. This will also include an inspection of the Family Readiness Program, which is found under Mobilization, call number 52010000.

The ranking member of each Personnel Inspection Team will serve as the team OIC/NCOIC and will be responsible for coordination of assignment of areas to be inspected within the personnel and administration calls. The Team OIC/NCOIC should ensure that all appropriate calls have been inspected. Each team member is expected to be familiar with the areas they are to inspect, ensure that they have the appropriate references, etc., with them, and that an accurate, legible write-up is presented for each assigned call.

The Personnel Team OIC/NCOIC is to ensure that all Personnel Team members complete an inspection of their assigned areas in a correct and timely manner. All personnel and administration sections of the inspection will be compiled and the original copy turned in to the OIP Team Chief. A complete photocopy set with all supporting material will be turned in to the Brigade S1/Asst S1 upon return to home station.

MAJ Peterson

BRIGADE S3

TRAINING

Training schedules are required 120 days out to HQ, 4th Brigade from commanders/S3s. Send these schedules to the brigade S3, ATTN: CPT Karen Boyer. Approved training schedules must be posted at your units 90 days out.

Changes to training schedules must be faxed to CPT Karen Boyer immediately following drill. Informal changes (e.g. handwritten) are acceptable.

All units should conduct makeup APFTs immediately. APFT and weight control personnel are required to flag soldiers who failed or who have failed to take the APFT and to flag soldiers who did not meet the height/weight or allowable body fat requirements.

OPERATIONS and PLANS

The next brigade conference call is scheduled for 1400 10 MAR 01.

Accreditation for the 4th Brigade units is currently underway. There is a 92% success (GO) rate for IDTs and a 100% success (GO) rate for Annual Training.

The brigade S3 is in the process of planning a move of 9-95th Reg 77F and 92A courses from Fort Lee to an alternate site in TY02. The recommended location is Fort Bliss.

Battalion commanders will brief the YSB for FY02 to the Commanding General 25 March 2001 in Oklahoma City, OK.

Make sure you are working on MOB Binders!

SIDPERS-3 Fielding Plan: All computers are installed in classrooms. LAN issues have been identified for New Orleans, St Louis, and Des Moines.

156Rs for FY03 are due to Division 31 MAR 01 and/or 220 days prior to training.

Guidance from Division on the USR scheduled for April 2001 was recently sent to the field.

TRAP window open on ATRRS.

75H and 75B instructor 2-day train-up is scheduled in March in Grand Prairie.

LTC Schuh

BRIGADE S4

UNIT CRESTS AND PATCHES

600 Unit Crests, 800 Full-Color patches and 1400 subdued patches are on order to be distributed brigade-wide. S4 is working to expedite the requisition.

ARMY PHYSICAL FITNESS UNIFORM

The new Army Physical Fitness Uniform is working its way through the supply system. At the present time, the T-Shirt and shorts only will be authorized for issue. Soldiers should stop by the S4 Office to initiate the documentation for issue.

BLACK BERETS

Black berets will be arriving to all Army Reserve units in May. Issue will be 2 per authorized personnel. Official donning date will be 14 June 2001.

MAJ Soriano